SOCIO-ECONOMIC ANALYSIS OF THE MIGRANTS OF SELECT HOTELS IN NORTH GOA.

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Abstract
Human migration is an age-old phenomenon that stretches back to the earliest periods of human history. In the modern era, emigration and immigration continue to provide States, societies and migrants with many opportunities. At the same time, migration has emerged in the last few years as a critical political and policy challenge in matters such as integration, displacement, safe migration and border management. Migrants are very often subjected to new social and living conditions in their new settlements. The unfavourable distress factors push them to the urban centers with the intent of saving a part of their income. But they are often exploited by the middlemen and other agents. The vulnerable sections of migrants are women and children.
The number of international migrants globally in 2019 was 272 million (3.5% of the world's population). India had the largest number of migrants living abroad (17.5 million), followed by Mexico and China (11.8 million and 10.7 million respectively). The top destination country remained the United States (50.7 million international migrants). Internal migration is even more prevalent, with the most recent global estimate indicating that more than 740 million people had migrated within their own country of birth. The reasons of migrations have been many such as displacements due to lack of security for life, employment opportunities, natural disasters and so on. The magnitude of internal migration is about two-and-a-half times that of international migration. These migrants get absorbed in areas wherever they get some avenue for earnings. Goa, though a small state also has migrants which had been increasing at an

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alarming rate. The paper has analyzed the socio-economic status of the migrants in the select hotels of North Goa. It was found that, though illiterate, most of the migrants on an average were satisfied with their economic benefits, but had grudges with the civic amenities. They had also contributed to the creation of demand in the economy.

I. Introduction

The new international developments, increasing RTAs, so called Washington consensus, disasters (both man-made and natural) within and externally, has given rise to migration among the residents as well as the non-residents of the respective countries. Migration is defined as a move from one migration defining area to another, usually crossing administrative boundaries made during a given migration interval and involving a change of residence (UN 1993). A Universal definition for "Migration" is challenging, due to the complexity of the various factors influencing the migration like the spatial dimension of distance of migration between native and destination (short distances / long distance), the time duration of stay at the destination – the time dimension: the migrant can move for short duration in particular season (seasonal), nomadic (semi-permanent, in search of jobs) and/or permanent (long duration stay, the issues relating the geographic borders (inter-state, intrastate, inter-country and inter-continental)(Sandeep Rao, 2017). The improper strategies of economic development by some states like Goa, Maharashtra, Kerala etc. have led to the increasing share of migrant population in these states. For example, Goa has been dependent on her neibhouring states like Karnataka and Maharashtra for the supply of vegetables, milk etc. The ignorance of agriculture and greater emphasis on the tourism sector has attributed to a rise in migrant population in goa. Goa population in 2020 was estimated to be 1.58 Million (15.8 Lakhs), According to Unique Identification Aadhar India, data updated on 31, May 2020, by mid of year 2020 the projected population is estimated to be 1,586,250, It is India's smallest state by area and the fourth smallest by population. In 2011, 1.35 lakh persons migrated into Goa from other states and it has been increasing since then. Further, in today's increasingly interconnected world, migration has become a reality that has touched all the corners of the globe. Modern transportation has made it easier, cheaper and faster for people to move in search of jobs, opportunity, education and quality of life. At the same time, conflict, poverty, inequality and a lack of sustainable livelihoods has compelled people to leave their homes to seek a better future for themselves and their families abroad. India is a major country of origin and transit, as well as a popular destination, for workers across international borders. As per official figures, there are over 30 million Indians overseas, with over 9 million of the Indian diaspora concentrated in the GCC region (now known as the Cooperation Council for the Arab States of the Gulf). Over 90% of Indian workers, most of whom are semi-skilled and unskilled workers work in the Gulf region and South-east Asia.

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In India, the overall proportion of informal workers in total employment (e.g., unorganized sector workers plus informal workers in the organized sector) has remained relatively stable at around 92 per cent. Coupled with a national unemployment rate of 3.4 per cent in 2017–18, the opportunities to find formal employment with decent wages and job security are restricted. In such a scenario, emigration for work with a formal contract and better wages are major motivations to leave the place of origin and sometimes even the country. The contribution of migrant workers, both high-skilled and low-skilled, has led to India's top remittance position in the world. In 2018, India has been at the top position in the inflow of remittances with US $ 80 billion dollars, followed by China with 67 US $ bn.

II. Review of Literature

Divisha.S (2005) analyzed the various effect of migration. She found social change as the main cause for migration in terms of changes in structure of population, birth and death rates as well as environmental changes. Some of the economic policies are also causing migration on a large scale.

Timble Prabhakar (2013) evaluated the main reasons by which goa are attracting migrant laborers from all over the world. The study found out that the favourable climate, low cost prices well developed infrastructure, scarcity of labours, higher wages and salaries are the main reasons for the migrants getting attracted to Goa.

Danzil and Fernandez (2013) elucidated about the significant number of migrants existing in the construction industry. Their study traced the social network among migrant construction workers, such as phases of labour market, entry into the labour force, allocation of work at construction sites, flow of credit and friendly relations between them.

Millock katri (2017) evaluated "Inter State migration in India''. The study found that the India is considered extremely vulnerable because of both its climate and its population density. It has large range of climate regions from south to Himalayan north which brings natural disasters and compels the people to migrate.

H. Pekin (1989) evaluated the ''Effect of migration on family structure'. The study found that migrant lives away from their family to get proper wages and have an adequate housing. So government should facilitate employment for each migrant to overcome their family problems.

III. Objectives of the Study

1. To analyze the attributes of migration.
2. To evaluate the Socio-Economic behavior of migrants in hotel industry.

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IV. Methodology of the Study

To attain the above mentioned objective of the project, the data collection is resorted to two sources: Primary source andSecondary source.

Primary data: - It is collected with the help of administered structured questionnaire circulated to a group of 220 migrant workers in hotel industry the hotels were of smaller size and not 3 star or any star hotels.The study has analyzed the socio-economic behavior of the migrants to diagnose the hard realities of migrated people, their state of work, and the circumstances which has forced them to migrate. The SPSS software also has been used to analyse the data and results. The secondary data has been collected from the journals, reports and different websites.

V. Analysis ofthe migrant population in Hotel Industry of North Goa

Article 19(1)(e) of the Constitution, guarantees all Indian citizens the right to reside and settle in any part of the territory of India, subject to reasonable restrictions in the interest of the general public or protection of any scheduled tribe. However, people migrating for work face key challenges including: i) lack of social security and health benefits and poor implementation of minimum safety standards law, ii) lack of portability of state-provided benefits especially food provided through the public distribution system (PDS) and iii) lack of access to affordable housing and basic amenities in urban areas

Goa has been an attractive destination for the migrant labour on account of rapid growth and prosperity. Though the construction sector has attracted a majorityof migrants in Goa, but the hotel industry has also been dependent on the migrants. The demand for migrant labour has been on the rises, thereby causingthe inflation wage rate in Goa. The rapid industrialization along with the tourism industry has led to an increase in the white-collar jobs and technical jobs. There has also been sudden development of various informal sectors like construction, home based industry services etc. which has generated a great demand for unskilled as well as skilled labour.Further, travelling from one place to another has been influenced the economic, social, cultural, spiritual and artistic dimensions and the development of the goan society. It has further more also been triggered by various factors such as employment, poverty, insecurity, natural calamities etc. A brief analysis has been examined in terms of socio-economic and demographic attributes has been examined and explained as follows.

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Table 1 Age and Gender

		Gender		Total
		Male	Female	
Age	"5-25"	90	0	90
	"25-35"	80	0	80
	"35-45"	12	22	34
	">45	0	16	16
Total		182	38	220

Source: calculated by Author

The migrant population consisted of majority of the males in the age group of less than 35 years of age. i.e.; 77.27% of the migrants working in the hotel industry has been young population. The proportion of old migrants has been very less. Thus the hotel industry was found to employ and absorbingyoung migrantsfor their routine works. This is very much important to have a dynamic and flexible workforce who can work in any shifts of the hotel as it is a recreation and leisure industry.

Table 2 Age and Status

It is usually perceived that the migrant population is illiterate and lacks the understandings of leisure and timely pleasures. Table 2 exhibits the same attributes which shows that majority of the migrants below the age of 25 years are married and a minority of the respondents who were not married belonged to the age group of 26 to 45 years of age. This highlights an important demographic feature of the migrant population that most of them marry at an early age.

Table 3 Status and Earning Members

		Earning Members			
	Total				

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The migrant population is very often analyzed with a larger sized family to supplement the income. The analysis of Table 3 shows that the earning members of those migrants who were not married was marginally higher than those who were found to be married. A small proportion of migrants who were widow/widower however were having earning members who were greater than three. Among the married migrants, the earning members >2 was 46.4% whereas in case of unmarried migrants, it was 49.1%. It may be perceived that after marriage, the number of earning members gets diluted with a new family.

Table 4 Earning Members and Dependents

		Dependents		Total
		1	>2	
Emembers	1	78	0	78
	2	0	74	74
	>3	0	68	68
Total		78	142	220

Correlations			
		Emembers	Dependents
Emembers	Pearson Correlation	1	.870**
	Sig. (2-tailed)		.000
	N	220	220
Dependents	Pearson Correlation	.870**	1
	Sig. (2-tailed)	.000	
	N	220	220
**. Correlation is significant at the 0.01 level (2-tailed).			

In a country like India, where majority of the masses are deprived of the basic opportunities and necessities, it is hypothesized that as the earnings increases, the population also increases. Table 4 reflects that the larger the size of the earning members in the family, greater is the number of dependents. In case of earning members greater than three or two, the dependents were 142, whereas in case of only one earning member, it was 78. Thus as seen in table 4.2 there exists a significant correlation at the 0.01 level (2-tailed).

Table 5 Education and Dependents

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		Dependents		Total
		1	>2	
Education	<10	52	0	52
	10	26	46	72
	12	0	48	48
	Graduation	0	44	44
	>graduate	0	4	4
Total		78	142	220

Education plays a significant role in enlightening the ability and the capacity of the minds. Most of the migrants on account of their low education do not possess any skills and thus their earnings also become less. In the absence of sufficient income for leisure and pleasure most of the low educated migrants combine pleasure and leisure within their family, thereby giving rise to the number of dependent's. However, it was found that migrants who were educated to the level of graduation and post-graduation, the number of dependents was found to be very less as compared with those whose education was up to matriculation.

		Dependents	Education
Dependents	Pearson Correlation	1	.738**
	Sig. (2-tailed)		.000
	N	220	220
Education	Pearson Correlation	.738**	1
	Sig. (2-tailed)	.000	
	N	220	220
**. Correlation is significant at the 0.01 level (2-tailed).			

Table 5.2 also shows a high degree of correlation at 0.01(2-tailed) between education and the number of dependents.

Table 6 Monthly income (In Rupees) – Past and Current

		Monthly Income (Current)				Total
		Less than 500	500-2500	2501-4502	>4502	
Monthly Income (Past)	Less than Rs 500	26	18	0	0	44
	500-2500	0	28	20	0	48
	2501-4502	0	0	40	26	66
	>4502	0	0	0	62	62
Total		26	46	60	88	220

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Monthly income Past (MIC), Monthly income Current(MIC)

Table 6.2 Chi-Square Tests

	Value	Exact Sig. (2-sided)
McNemar Test N of Valid Cases	128	.000[a]

a. Binomial distribution used.

Most of the migrants leave their residences in search of different avenues of earning income. The number of such migrants in Goa too also has been on the rise. The growing hotel industry is always in need of such temporary casual/seasonal employees/labourers. The study of such laboueres found that their purpose of augmenting their income had marginally improved as compared to their earnings in the past before migration. (Table 6). The McNemar test (Table 6.2) also indicated absence of asymmetry in their past and current incomes.

The migrants are perceived to suffer from low immunity due to lack of nutritious diet and in some cases with the habits of different vices, which compels them to incur expenditure on health to survive. The study analyzed such health expenditure patterns of the migrants from their past to current health expenditure. The analysis has been shown in Table 7.

Table 7 Patterns of Health Expenditure

		Health expenditure (post migration)				Total
		Less than 500	500 -1500	1501=3502	>3502	
HE Past	Less than 500	98	0	0	0	98
	500-1500	16	64	0	0	80
	1501- 3502	0	4	20	0	24
	>3502	0	0	6	12	18
Total		114	68	26	12	220

There was on an average reduction in the expenditure on health by the migrants after migrating to Goa. This is an indication that the health facilities in Goa are much better than the migrant's places of residences. Further there has also been

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absence of asymmetry as shown in Table 7.2.It should be noted that Goa has been one of the most progressive states of the Indian Union not only in terms of health but also in terms of cleanliness.

Table 7.2. McNemar-Bowker Test

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
McNemar-Bowker Test	26.000	3	.000
N of Valid Cases	220		

Table 8 Purpose of Migration& the Nature of Employment

		Nature of Employment					Total
		Casual	Permanent	Contract	Seasonal	any other	
P. Migration	Employment	106	10	0	0	0	116
	Persecution	0	6	0	0	0	6
	Natural Calamity	0	22	0	0	0	22
	Poverty	0	6	30	32	2	70
	Any other	0	0	0	0	6	6
Total		106	44	30	32	8	220

The migrants who ventured Goa in search of employment were 53%, out of which 48.2% got the employment of casual nature; 4.5% were of permanent nature. The migrants who migrated to Goa on account of natural calamities in their region were 10% which had permanent employment in Goa.Those who migrated on account of poverty absorbed themselves in contractual and seasonal nature of employment. Goa; s tourism industry is highly seasonal in nature;wherein the inflow of migrants starts increasing during the months of its peak of tourism. This has however also given rise to other vices in the state.

Table 9 Migrants Origin and the nature of employment

		Nature of employment					Total
		Casual	Permanent	Contract	Seasonal	any other	
Origin	Maharashtra	32	0	0	0	0	32
	Karnataka	50	0	0	0	0	50
	Uttar Pradesh	24	30	0	0	0	54
	Kerala	0	14	20	0	0	34
	Any other	0	0	10	32	8	50
Total		106	44	30	32	8	220

The demographic study of the migrants has also to do a lots with their skills and the available opportunities in their own regions. Most of the migrants of Maharashtra and Karnataka who were employed in select hotels of Goa were temporary. This may be due to lack of professional skills or their unwillingness to take up employment on a permanent basis. However, the situation in cases of migrants from Uttar Pradesh and Kerala was different as they had managed to get contractual and permanent employment in the hotel industry of Goa. This also shows a lots of the required skills and professional merits depicted by the migrants of UP and Kerala (Highest Literate State). It should be noted that out of total respondents of 220, 48.2% were casually employed, 20% permanent, 13.6% contractual and 14.5% were seasonally employed. Majority of the migrants who were on the permanent job were however from UP, followed by Kerala.

Saving as a function of multi variables

Saving is presumed to play an important role in meeting and augmenting the capital formation in an economy. It has become a buzzword for every class of working people who save their part of income for various purposes. The migrant populations savings attributes were analyzed from two sides: one, factors influencing their savings and Second, changes in their savings quantum in the past before migration and savings post migration.

Migrants expenditure revolves around maintaining and preserving their health, children's education, housing, transportation, food etc. Table 10 shows the level of significance among the various variables which are presumed to influence the savings of the migrants.

Table 10 Savings and its Thrift

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Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
ExPeduP	.663	.074	.718	8.988	**.000**
SincP	-.214	.071	-.235	-3.024	.003
FoodexpP	-.029	.079	-.019	-.368	.713
HEP	.758	.057	.612	13.192	**.000**
ExontranspP	-.046	.072	-.035	-.642	.521
HouseexpP	-.039	.042	-.035	-.922	.358

It was found that the expenditure on education and health greatly affected savings among the migrants. Education on expenditure and health has the largest Beta coefficient, 0.718 and HEP -.612.Further it should be noted that all the predictors keep the strength of influencing savings as seen Table 10.2, indicated by the level of sig (0.000).

Table 10.2 Anova Test

Model		Sum of Squares	df	Mean Square	F	Sig.
	Regression	274.625	6	45.771	745.089	.000[b]
	Residual	13.085	213	.061		
	Total	287.709	219			

a. Dependent Variable: MSp
b. Predictors: (Constant), HouseexpP, ExontranspP, SincP, HEP, FoodexpP, ExPeduP

Measures of Association

	R	R Squared	Eta	Eta Squared
MSp * MSc	.920	.847	.951	.904

It should be noted that the degree of variance in the pre and post migration savings was however very marginal as can be seen in their respective differences in means in pre and post migration savings in table 10.2.

Table 11 Access to Civic Amenities and Income

It's the fundamental duty of the state governments to provide the basic civic amenities to its people irrespective of the region.

		Monthly Income (In Rupees)				Total
		less than 500	500-2500	2500-5000	>5000	
C. Amenities	Yes	46	48	46	**71**	211
	No	0	0	0	9	9
Total		46	48	46	80	220

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The study found that though the majority of the respondent migrants enjoyed the civic amenities, but the migrants whose monthly earnings were more than Rs. 5000 enjoyed more benefits as compared to their counter-parts whose monthly incomes were less.

Table 12 Caste and Income

The study had divided the migrants into Scheduled caste, Scheduled tribe, Other backward classes and general category.

		Monthly Income				Total
		Less than 1000	1001-2501	2501-4502	>4502	
Caste	ST	26	0	0	0	26
	SC	16	14	0	0	30
	OBC	0	38	18	0	56
	GENERAL	0	0	28	80	108
Total		42	52	46	80	220

It was found that most of the migrants who belonged to SC, ST and OBC earned lower incomes as compared to the migrants belonging to the general category, whose income was above Rs. 4502 per months (49.1%). This clearly indicated an inequitable distribution of the income among the migrants too, which needs to be noted for policy decisions, though there are many regulations in place for the under-privileged, but their misery continues.

Conclusion

It is a fact that India is an emerging economy and is on the way of becoming a super power amidst 45.36 crore of migrants or 37% of the country's population, which is under-privileged and deprived. The economy is highly dependent on migrants (evident during Covid 19), but their miseries continues in terms of lack of security, discrimination, exploitation etc. Though the state and the judiciary has been very active in addressing to the grievances of the migrants, but on account of reliable data from the informal sector on migrants, the various policies gets under-mined. Lack of regular counter checks of the beneficiaries have led to the mis-appropriation of funds and thus has deprived them of the benefits. The migrants working in hotel industry have been working hard and have rejoined their duties after the lockdowns and expressed their desire to to continue working in Goa. There is a need that the plights of the migrants should be studied at regular intervals as they contribute a lot towards the NSDP informally.

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